

**Report to the State Board of Education**  
**on the**  
**Status of Minority Teachers in Tennessee**

**Compiled by the**  
**Tennessee Department of Education**

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**Minority Teacher Recruitment and Retention**

**July 20, 2001**

# **Minority Teacher Recruitment and Retention in Tennessee**

## **THE BACKGROUND**

In 1987, the State Board of Education cited a shortage of minority teachers in Tennessee. In 1988, The Tennessee Task Force on the Supply of Minority Teachers issued several recommendations—most of which were implemented – to increase the number of minority teachers. In 1989, House Joint Resolution 36 also requested an annual report on the status of minority teachers be submitted to the Senate and House K-12 Education Sub-Committee of the Tennessee General Assembly. Legislation was adopted in 1993 urging each local board of education to establish reasonable, incremental goals for the recruitment, employment, and retention of African-American teachers in numbers which reflect the percentage of African-Americans within the community served by the local education agency.

## **THE NEED FOR MINORITY RECRUITMENT AND RETENTION**

During 1999-00 school year there were 912,872 students enrolled in Tennessee public schools, an increase of 9,098 students. An analysis of the racial composition of Tennessee public school students reveals that 24.40% are African-Americans. Table 1: Racial Composition of Tennessee Public School Students details a statistical history since 1992-93. The enrollment of African-American students varies from system to system. Sixteen of the state's 139 school systems have an enrollment of African-American students greater than the state average. These systems are reported in Table 2: Tennessee School Systems Whose African-American Student Enrollment Is Above The 24.40% State Average. Four systems report no African-American students, Table 3: Tennessee School Systems With No African-American Students, while three others report only 1 African-American student.

Table 4: Tennessee Classroom Personnel is a statistical history of classroom personnel since 1984-85. Of the 55,173 classroom personnel, 5,442 were African-American in 2000. However, these data understate the actual number and percent of black educators, because 20.44% of the active classroom personnel reported race as unknown or other. For the first year since 1985, the percentage of African-American classroom personnel has not decreased. The percentage for the 1998-99 and 1999-00 school years was 9.9

Comparing the percentage of African-American students to the percentage of African-American educators, fifty-five school systems reflect an African-

American student/teacher differential of greater than five percentage points. The percentage of the teacher work force compared to the student population in school systems in Tennessee with more than a 5% differential is reported in Table 5: 1999-2000 Percent Of Teachers To Students In Tennessee With More Than 5% Differential.

Of the 69,808 administrators and teachers employed in Tennessee, 1,441 (2.06%) are black males and 5,251 (7.52%) are black females.

Additionally, a significant number (703) of African-American classroom educators have 30 or more years of experience. Table 6: Teachers with 30 or More Years Experience details the statistical history since 1984-85. As these educators retire, the efforts to achieve equitable employment levels will be further complicated. Table 7: Teachers with 30 or More Years of Experience by System gives the status of teacher retirement in each system.

## **NEW HIRES**

A total of 6,179 educators were “new hires” for the 1999-00 school year of which 556 (9.00%) were African-American. This percentage is 3 percentage points greater than last year (1998-99). New hires include those with no previous teaching experience as well as those who are returning to the teacher work force. However, it should be noted that the proportion of new hires for which race is unknown was 52.6%. Procedures for capturing the data are under revision, so that more accurate data may be obtained. Historical data is provided in Table 8: African American New Hires.

## **TEACHER EDUCATION ENROLLMENT**

*(Enrollment data for 1999 and 2000 was unavailable at the time of compilation of this report. The Tennessee Higher Education Commission is continuing to work on this aspect of the report. The information presented is through the 1998 year. The report will be updated as soon as the information becomes available.)*

A historical perspective can be gathered from reviewing Table 9: Teacher Education Enrollment.

Table 10: Fall 1998 Enrollment In Teacher Preparation Programs At Public And Private Institutions shows the enrollment at each institution.

## **TEACHER EDUCATION GRADUATES**

In 1988, African-American teacher education graduates had reached an all-time low -- 45 out of a total of 1,543 (2.9%). Last year, 2000, the number had increased to 497 (12.1%), a ten-fold increase. The total number of graduates (all demographic race categories) in 2000 was 4,118 compared to the 1,543 in 1988.

African-Americans accounted for 12.8% of the graduates from public institutions, a slight increase from the 12.5 % in 1999 and the 8.3% in 1998. TABLE 11: Teacher Education Graduates (Public And Private Institutions) lists the year by year graduation numbers.

The University of Memphis graduated the largest number of black educators, 192, with Tennessee State University graduating 82. Of private institutions, Freed-Hardeman University graduated the largest number of black educators, 31, with Christian Brothers University graduating 21, LeMoyne-Owen College graduating 20, and Fisk University graduating 19. TABLE 12: Teacher Education Graduates list the graduates from each institution.

Each year the Department of Education with the cooperation of the various institutions sends a list of these graduates to each school system. Recruitment of these individuals represents an important opportunity for local school systems to increase their African-American teacher work force.

The Office of Teacher Licensure began collecting data on teacher licensure in 1999. From August 1, 1999 to June 30, 2000, 11,574 licenses were issued with the "date of original issue," falling between the dates listed. Of those 11,574, 1128 or 9.7% were issued to African-American educators. However, it must be noted that 4,873 (42.1%) of these licensees listed race as unknown or other. TABLE 13. Licenses with 'Date of Original Issue' Falling Between 07-01-1999 & 06-30-2000 shows the number issued by certificate type and race.

## **EFFORTS TO RECRUIT NEW TEACHERS**

### **Scholarships and Grants**

Increased minority enrollment at public and private institutions is due in part to the financial incentives of the Tennessee Student Assistance Corporation's Minority Teaching Fellows Program and the Tennessee Higher Education Commission's Minority Teaching Education Grant Program. The Minority Teaching Fellows program presently funds its maximum number of students of 116. Approximately 25-30 students graduate from this program each year. The Minority Teaching Education Grant Program focuses on the recruitment, by the colleges and universities in partnership with local education agencies of non-teaching

personnel, teacher-aides, substitute teachers, etc., into the teaching force.

## **Partnerships**

### **PASS - Partnerships To Assist School Success**

Another program that is having an impact on enrollment is the Partnerships To Assist School Success (PASS) program. This joint program between the Tennessee Department of Education and the Tennessee Education Association was designed to identify and encourage high school minority students to enter the teaching profession. The participants in the program include local school systems, higher education institutions, churches, and businesses. The program has been established in twelve locations. The participating systems are Memphis City, Metro-Nashville, Hamilton, Haywood, Fayette, Hardeman, Knox, Tipton, Rutherford, Clarksville-Montgomery, and Jefferson Counties, and the University of Tennessee at Martin.

The scholarship workshops are an important component of the PASS program. The workshops are provided to make the students and others in the community aware of the scholarships and loans that are available to minority students who plan to enter the teaching profession. This year approximately 200 students with their parents and other community leaders attended the workshops. The Tennessee Student Assistance Corporation was also part of these workshops.

### **TROOPS TO TEACHERS**

Another source of prospective teachers is the Troops to Teachers Program. Under this program military personnel and Department of Defense and Energy employees affected by the military “downsizing” have the opportunity to begin a new career in public education. The three main objectives of this program are to:

1. help relieve teacher shortages, especially in the subjects of math and science;
2. provide positive role models for the nation’s public school students;
3. assist military personnel to enter a new career in public education.

Currently 121 participants in the Troops to Teacher Program, have a last hire code listed as Tennessee; of those 32 are African-American.

## **LOCAL RECRUITMENT OF MINORITY EDUCATORS**

In 1993, legislation was passed urging each Tennessee local board of education to establish reasonable, incremental goals for the recruitment, employment, and retention of African-American teachers in numbers that reflect the percentage of African-Americans within the community served by the local education agency.

Locals are urged to submit an African-American Teacher Recruitment and Retention Plan. In part of this plan, local systems identify strategies for recruitment and retention. Ninety-eight schools systems responded to the request for information regarding their plans. The responses fall into four categories:

<input type="checkbox"/> Our school system reflects an African-American student/teacher racial imbalance less than five (5) percent. <b>No plan is attached.</b>	53 Systems responded to this option.
<input type="checkbox"/> Our school system reflects an African-American student/teacher racial imbalance less than five (5) percent. <b>A plan is attached.</b>	10 Systems responded to this option.
<input type="checkbox"/> Our school system reflects an African-American student/teacher racial imbalance greater than five (5) percent. <b>A plan is attached.</b>	53 Systems had greater than 5% imbalance last year. 31 Systems responded to this option.
<input type="checkbox"/> Our school system is under court order to maintain student/teacher racial balance. <b>A plan and copy of the court order is attached.</b>	4 Systems responded to this option.

## **SPECIFIC LOCAL STRATEGIES FOR RECRUITMENT**

The most frequently identified strategies for recruitment are:

1. Recruit from historically black colleges and universities in Tennessee and surrounding states. Many have also expanded their recruitment efforts from regional to nationwide.
2. Communicate with minority graduates identified annually by the Tennessee Department of Education as having completed a teacher education program in Tennessee.

3. Attend job fairs on various college and university campuses.
4. Invite candidates to visit the school system and community.
5. Offer qualified applicants all of their earned teaching experience as recognized by the Tennessee Department of Education.
6. Use the Troops to Teachers program.
7. Encourage high school graduates to enter education as a career.
8. Provide support for minority teachers on waivers to obtain teaching credentials.
9. Establish a committee of educators and community leaders to plan activities and strategies to assist in the recruitment of minority teachers.
10. Offer system sponsored scholarships.

**SPECIFIC LOCAL STRATEGIES FOR RETENTION ARE:**

1. Establish new teacher networks.
2. Provide enhanced staff development.
3. Assign mentors to assist new teachers adjust to the district.
4. Continuously assess the needs of the new teachers.
5. Provide social support and community orientation.
6. Assign a community volunteer to involve the new teacher in community activities.
7. Provide support for minority teachers to obtain an advanced college degree.

**SPECIFIC PROBLEMS HINDERING SYSTEMS IN THE RECRUITING AND RETENTION EFFORTS:**

1. Low teacher salaries.

2. Lack of incentives for enticing candidates.
3. Lack of candidates wanting to teach in rural areas of the state.

## **MINORITIES OTHER THAN AFRICAN-AMERICAN**

### **Hispanic**

It must be noted that the Hispanic population of our state is increasing. During the 1999-2000 school year the percent of Hispanic students in Tennessee schools was 1.5%. The number of Hispanic teachers was 0.13%. Fourteen or 0.21% of the 'new hires' were Hispanic.

### **American Indian**

American Indian students represent 0.2% of the student population of our schools. The classroom teaching staff across the state is 0.08% American Indian. This same population represents 0.03% of the 'new hires' for 1999-2000.

### **Asian**

Our teaching staff is composed of 0.07% Asian educators and 0.12% of the 'new hires' were Asian.. The Asian students in our schools represent 1.1% of students in Tennessee.

Table 14 Classroom Teachers by System and Race gives the complete picture of Tennessee classroom teachers by race.

## **CONCLUSION**

While school systems are making strides to increase the number of African American educators, more effort is needed. The number of classroom teachers with 30+ years of experience further emphasizes the accelerated need to establish recruitment and retention strategies. The development, implementation, and evaluation of local recruitment and retention plans are needed in order to enhance placement efforts.

Present data collection procedures do not allow for accurate reporting of the number of black educators, both statewide and in individual school systems. The Education Information System, which is currently under development and will be in parallel testing during the 2001-2002 school year, will hopefully increase the accuracy of the data.



In conclusion, Tennessee must continue efforts to attract and retain African American educators and must improve its data collection to reflect more accurately the number of educators with regard to race and ethnicity.

## **RECOMMENDATIONS**

### **A. The State Department of Education continues to assist systems in the recruitment and retention of minority teachers through the following:**

1. Coordinating efforts associated with reporting to the State Board of Education and improving data collection.
2. Developing a list of prospective minority teachers and distributing it to all Tennessee school systems on an annual basis.
3. Urging all school systems to submit a plan to the Department of Education concerning the recruitment and retention of African-American teachers.
4. Increasing efforts to assist school personnel, guidance counselors, and principals making all students more aware of the teaching profession and its benefits and rewards.
5. Establishment of a website for systems to share job offerings and teachers to share resumes. A synopsis of the Teacher Employment in Tennessee website is below:

#### **Teacher Employment in Tennessee site.**

The Job Openings program allows districts to post vacancies within schools for teachers and other personnel through a web interface. This information is submitted and stored in a table in an Oracle database. If districts have available applicants listed, they can decide if any match the needed requirements and contact them through their available contact information. Applicants will be able to view the available openings through a web interface connecting to the database. Applicants will also be able to supply their credentials into a table in this same database, so that their information will be available for review. Applicants who wish to apply for a specific job will submit an inquiry stating their interest, which will be inserted into another table for interests in a job. Applicants who have met the qualifications will be able to see that they have met qualifications on the site for specific jobs for which the applicants applied. Districts have appointed representatives

who will have appointed logins to the site so that they may review candidates. If the district approves, it can specify on the site that the applicant has met their qualifications, and as stated earlier, they can contact the applicant. It also may be designed to allow interested and approved candidates to contact a representative of that school or district.

**B. Efforts should be made to increase the pool of minority teachers through:**

1. Increasing funds for the grant/scholarship programs:
  - a) **Minority Teaching Education Grant Program.** Currently the program receives \$255,000, which is allocated to institutions of higher education with well-developed institutional support for minority candidates. All of the funds are used directly to support candidates. Efforts to expand the grant/scholarship programs should be continued, since they have clearly demonstrated the capacity to:
    - (1) Recruit, retain, and license individuals in the shortest amount of time.
    - (2) Heighten overall institutional minority recruitment and retention efforts by having a specific person in charge on at least a part-time basis.
    - (3) Provide resources for the students served by the programs.
  - b) **Minority Teaching Fellows Scholarship Program:** Currently 116 students are served by this four-year program, producing from 20-30 graduates each year.
2. Increasing the networking between Future Teachers of America and PASS chapters with higher education institutions
3. Developing a relationship with the Governor's School on Prospective Teachers.
4. Encouraging students participating in the Governor's Study Partner's Program to enter into the teaching profession.

5. Creating an elective course based on the curriculum developed by the Governor's School for Prospective Teachers and teacher cadre programs established in other states.
6. Improving communication among the Colleges of Education, Local Education Agencies, Tennessee Higher Education Commission, Tennessee Education Association, and the State Department of Education as to scholarships and other grants available to prospective minority teachers.

# SUPPLY OF MINORITY TEACHERS STATISTICAL SUMMARY TABLES

**Table 1**  
**Racial Composition of Tennessee Public School Students**

<b>Year</b>	<b>African-American Students</b>	<b>Total Students</b>	<b>Percent African-American</b>
1992-93	191,194	846,896	22.6%
1993-94	198,125	864,272	22.9%
1994-95	198,222	872,422	22.7%
1995-96	203,353	878,919	23.1%
1996-97	209,150	893,165	23.40%
1997-98	212,960	897,645	23.72%
1998-99	216,344	903,774	23.94%
1999-00	222,860	912,872	24.40%

Source: 1999-2000 Fall Membership of Tennessee Public School Students

**Table 2**  
**Tennessee School Systems Whose African-American Student Enrollment Is Above The 24.40% State Average**

	<b>System</b>	<b>African-American Teachers</b>	<b>African-American Students</b>
1	Alcoa	11.21%	25.90%
2	Covington	25.49%	87.10%
3	DAVIDSON CO.	18.40%	45.20%
4	FAYETTE CO.	43.35%	70.90%
5	Fayetteville	7.94%	29.20%
6	HAMILTON CO.	11.68%	32.50%
7	HARDEMAN CO.	15.64%	54.50%
8	HAYWOOD CO.	15.56%	65.30%
9	Humboldt	18.27%	60.70%
10	JACKSON-MADISON CO.	19.91%	52.00%
11	LAKE CO.	5.63%	27.70%
12	LAUDERDALE CO.	7.40%	42.10%
13	Memphis	40.49%	85.80%
14	MONTGOMERY CO.	4.71%	25.80%
15	Trenton	10.81%	31.20%
16	Union City	5.38%	41.80%

Source: 1999 - 2000 End of Year Distribution Files - Active Classroom Personnel  
Tennessee Department of Education

**Table 3**  
**Tennessee School Systems**  
**With No African-American Students**

FENTRESS CO.
GRUNDY CO.
PICKETT CO.
SEQUATCHIE CO.

Source: 1999-2000 End of Year Distribution Files - Active Classroom Personnel  
Tennessee Department of Education

**Table 4**  
**Tennessee Classroom Personnel**

<b>Year</b>	<b>African-American Teachers</b>	<b>Total Teachers</b>	<b>Percent African-American</b>
1984-85	4,457	39,871	11.2%
1992-93	5,188	46,361	11.2%
1993-94	5,646	50,645	11.1%
1994-95	5,360	48,793	11.0%
1995-96	5,340	48,994	10.7%
1996-97	5,226	49,568	10.5%
1997-98	5,252	52,013	10.1%
1998-99	5,323	53,688	9.9%
1999-00	5,442	55,173	9.9%

Source: 1999-00 End of Year Distribution Files -Active Classroom Personnel  
Tennessee Department of Education

**TABLE 5**  
**1999-00 PERCENT OF TEACHERS TO STUDENTS**  
**IN TENNESSEE WITH MORE THAN 5% DIFFERENTIAL**

<b>System</b>	<b>Teachers</b>	<b>Students</b>	<b>African-American Population</b>	<b>Student Teacher Difference</b>	<b>Teacher Population Difference</b>
Alamo	8.33%	17.70%	18.10%	9.37%	9.77%
Alcoa	11.21%	25.90%	20.42%	14.69%	9.21%
Athens	2.02%	14.30%	9.42%	12.28%	7.40%
BEDFORD CO.	3.80%	11.10%	10.09%	7.30%	6.29%
Bells	7.14%	18.80%	29.34%	11.66%	22.20%
Bradford	0.00%	5.80%	7.80%	5.80%	7.80%
CHESTER CO.	4.67%	16.20%	11.01%	11.53%	6.34%
Cleveland	6.04%	14.40%	7.17%	8.36%	1.13%
Covington	25.49%	87.10%	42.01%	61.61%	16.52%
CROCKETT CO.	5.49%	19.00%	14.30%	13.51%	8.81%
DAVIDSON CO.	18.40%	45.20%	23.35%	26.80%	4.95%
Dayton	2.63%	10.40%	6.17%	7.77%	3.54%
DYER CO.	3.50%	10.90%	5.35%	7.40%	1.85%
Dyersburg	6.09%	22.50%	19.32%	16.41%	13.23%
FAYETTE CO.	43.35%	70.90%	44.19%	27.55%	0.84%
Fayetteville	7.94%	29.20%	26.56%	21.26%	18.62%
Franklin City	3.59%	16.40%	17.99%	12.81%	14.40%
Gibson Co.Sp.	2.00%	9.90%	8.54%	7.90%	6.54%
GILES CO.	4.29%	16.10%	13.23%	11.81%	8.94%
Greeneville	1.72%	8.40%	6.19%	6.68%	4.47%
HAMILTON CO.	11.68%	32.50%	19.04%	20.82%	7.36%
HARDEMAN CO.	15.64%	54.50%	37.42%	38.86%	21.78%
Harriman	3.30%	12.20%	8.06%	8.90%	4.76%
HAYWOOD CO.	15.56%	65.30%	49.65%	49.74%	34.09%
HENDERSON CO.	2.24%	8.40%	5.93%	6.16%	3.69%
HENRY CO.	3.23%	8.40%	4.48%	5.17%	1.25%
Humboldt	18.27%	60.70%	38.65%	42.43%	20.38%
Huntingdon	5.95%	18.80%	18.47%	12.85%	12.52%
JACKSON-MADISON CO.	19.91%	52.00%	30.99%	32.09%	11.08%
Johnson City	3.01%	10.50%	5.90%	7.49%	2.89%
KNOX CO.	5.46%	13.40%	8.82%	7.94%	3.36%
LAKE CO.	5.63%	27.70%	23.87%	22.07%	18.24%
LAUDERDALE CO.	7.40%	42.10%	31.09%	34.70%	23.69%
Lebanon	5.62%	19.10%	14.91%	13.48%	9.29%
Lexington	3.57%	19.60%	14.89%	16.03%	11.32%
MAURY CO.	6.10%	20.50%	15.7%	14.40%	3.53%
McKenzie	1.30%	11.50%	13.58%	10.20%	12.28%
MCNAIRY CO.	3.11%	9.20%	6.39%	6.09%	3.28%
Memphis	40.49%	85.80%	54.84%	45.31%	14.35%
Milan	7.04%	23.20%	21.41%	16.16%	14.37%
MONTGOMERY CO.	4.71%	25.80%	17.78%	21.09%	13.07%
Murfreesboro City	8.40%	21.20%	14.49%	12.80%	6.09%
Newport	0.00%	6.70%	5.55%	6.70%	5.55%
Oak Ridge	7.35%	13.10%	7.98%	5.75%	0.63%

<b>System</b>	<b>Teachers</b>	<b>Students</b>	<b>African-American Population</b>	<b>Student Teacher Difference</b>	<b>Teacher Population Difference</b>
Paris	2.17%	23.90%	21.24%	21.73%	19.07%
Rogersville	0.00%	5.90%	6.46%	5.90%	6.46%
RUTHERFORD CO.	3.67%	10.20%	5.66%	6.53%	1.99%
SHELBY CO.	11.95%	19.50%	17.63%	7.55%	5.68%
SUMNER CO.	1.92%	8.10%	5.39%	6.18%	3.47%
TIPTON CO.	11.23%	20.40%	22.30%	9.17%	11.07%
Trenton	10.81%	31.20%	31.82%	20.39%	21.01%
TROUSDALE CO.	1.18%	12.50%	14.41%	11.32%	13.23%
Tullahoma	1.42%	8.90%	6.89%	7.48%	5.47%
Union City	5.38%	41.80%	21.14%	36.42%	15.76%
WEAKLEY CO.	2.40%	8.70%	6.95%	6.30%	4.55%

Source: 1999 - 2000 End of Year Distribution Files - Active Classroom Personnel  
Tennessee Department of Education

**Table 6**  
**Teachers With More Than 30 Years Experience**

<b>Year</b>	<b>African-American Teachers 30+ Years</b>	<b>Total Teachers 30+ Years</b>	<b>Percent African-Americans 30+ Years</b>
1984-85	555	2,001	27.5%
1992-93	524	1,923	27.2%
1993-94	657	2,349	28.0%
1994-95	766	3,113	24.6%
1995-96	768	3,143	24.43%
1996-97	672	2,593	25.92%
1997-98	592	2,626	22.54%
1998-99	672	3338	25.95%
1999-00	703	4104	17.43%

Source: 1999-2000 End of Year Distribution Files - Active Classroom Personnel  
Tennessee Department of Education

**Table 7**  
**Teachers with 30 or More Years of Experience by System**

<b>System</b>	<b>Black Teachers 30+ Years</b>	<b>Total Black Teachers</b>	<b>Percent of Black Teachers 30+ Years</b>	<b>Total Teachers 30+ Years</b>	<b>Total Teachers</b>	<b>Percent of Teachers 30+ Years</b>
Alamo	0	3	0.0%	4	36	11.1%
Alcoa	1	13	7.7%	4	116	3.4%
ANDERSON CO.	0	4	0.0%	28	494	5.7%
Athens	0	2	0.0%	12	99	12.1%
BEDFORD CO.	0	14	0.0%	17	368	4.6%
Bells	0	2	0.0%	0	28	0.0%
BENTON CO.	0	0	0.0%	9	167	5.4%
BLEDSON CO.	0	1	0.0%	2	116	1.7%
BLOUNT CO.	0	7	0.0%	38	596	6.4%
Bradford	0	0	0.0%	2	40	5.0%
BRADLEY CO.	0	4	0.0%	42	534	7.9%
Bristol	2	5	40.0%	36	255	14.1%
CAMPBELL CO.	0	1	0.0%	40	409	9.8%
CANNON CO.	1	2	50.0%	7	137	5.1%
CARROLL CO.	0	1	0.0%	1	13	7.7%
CARTER CO.	0	2	0.0%	39	439	8.9%
CHEATHAM CO.	0	3	0.0%	23	373	6.2%
CHESTER CO.	0	7	0.0%	11	150	7.3%
CLAIBORNE CO.	0	3	0.0%	29	335	8.7%
CLAY CO.	2	3	66.7%	10	89	11.2%
Cleveland	0	16	0.0%	23	265	8.7%
Clinton	0	0	0.0%	1	69	1.4%
COCKE CO.	0	2	0.0%	18	267	6.7%
COFFEE CO.	0	3	0.0%	19	264	7.2%
Covington	2	13	15.4%	5	51	9.8%
CROCKETT CO.	1	5	20.0%	8	91	8.8%
CUMBERLAND CO.	0	1	0.0%	27	383	7.0%
DAVIDSON CO.	94	853	11.0%	349	4637	7.5%
Dayton	0	1	0.0%	5	38	13.2%
DECATUR CO.	0	2	0.0%	12	122	9.8%
DEKALB CO.	0	0	0.0%	6	161	3.7%
DICKSON CO.	0	11	0.0%	34	476	7.1%
DYER CO.	0	7	0.0%	15	200	7.5%
Dyersburg	2	12	16.7%	27	197	13.7%
Elizabethton	0	1	0.0%	19	150	12.7%
Etowah	0	0	0.0%	0	26	0.0%
FAYETTE CO.	15	88	17.0%	24	203	11.8%
Fayetteville	0	5	0.0%	3	63	4.8%
FENTRESS CO.	0	1	0.0%	14	165	8.5%
Franklin City	0	11	0.0%	9	306	2.9%
FRANKLIN CO.	0	10	0.0%	20	383	5.2%



<b>System</b>	<b>Black Teachers 30+ Years</b>	<b>Total Black Teachers</b>	<b>Percent of Black Teachers 30+ Years</b>	<b>Total Teachers 30+ Years</b>	<b>Total Teachers</b>	<b>Percent of Teachers 30+ Years</b>
Gibson Co.Sp.	0	3	0.0%	15	150	10.0%
GILES CO.	2	13	15.4%	25	303	8.3%
GRAINGER CO.	0	0	0.0%	12	196	6.1%
GREENE CO.	0	1	0.0%	32	412	7.8%
Greeneville	0	3	0.0%	21	174	12.1%
GRUNDY CO.	0	0	0.0%	10	176	5.7%
HAMBLEN CO.	2	14	14.3%	59	603	9.8%
HAMILTON CO.	42	290	14.5%	194	2483	7.8%
HANCOCK CO.	0	1	0.0%	8	78	10.3%
HARDEMAN CO.	4	48	8.3%	17	307	5.5%
HARDIN CO.	0	5	0.0%	19	255	7.5%
Harriman	0	3	0.0%	15	91	16.5%
HAWKINS CO.	1	4	25.0%	44	481	9.1%
HAYWOOD CO.	4	40	10.0%	19	257	7.4%
HENDERSON CO.	1	5	20.0%	18	223	8.1%
HENRY CO.	1	6	16.7%	18	186	9.7%
HICKMAN CO.	2	4	50.0%	11	218	5.0%
Hollow R.-Br.	0	3	0.0%	5	46	10.9%
HOUSTON CO.	0	1	0.0%	4	81	4.9%
Humboldt	3	19	15.8%	9	104	8.7%
HUMPHREYS CO.	0	2	0.0%	6	200	3.0%
Huntingdon	2	5	40.0%	7	84	8.3%
JACKSON CO.	0	0	0.0%	8	105	7.6%
JACKSON-MADISON CO.	19	172	11.0%	69	864	8.0%
JEFFERSON CO.	0	3	0.0%	37	390	9.5%
Johnson City	0	13	0.0%	26	432	6.0%
JOHNSON CO.	0	0	0.0%	7	145	4.8%
Kingsport	0	9	0.0%	31	382	8.1%
KNOX CO.	20	191	10.5%	236	3495	6.8%
LAKE CO.	0	4	0.0%	8	71	11.3%
LAUDERDALE CO.	2	23	8.7%	19	311	6.1%
LAWRENCE CO.	0	1	0.0%	41	457	9.0%
Lebanon	0	10	0.0%	5	178	2.8%
Lenoir City	0	0	0.0%	5	126	4.0%
LEWIS CO.	0	2	0.0%	6	117	5.1%
Lexington	1	2	50.0%	6	56	10.7%
LINCOLN CO.	0	2	0.0%	23	246	9.3%
LOUDON CO.	0	4	0.0%	13	265	4.9%
MACON CO.	0	1	0.0%	11	223	4.9%
Manchester	0	1	0.0%	6	76	7.9%
MARION CO.	1	7	14.3%	26	271	9.6%
MARSHALL CO.	2	12	16.7%	19	304	6.3%
Maryville	0	3	0.0%	13	292	4.5%

<b>System</b>	<b>Black Teachers 30+ Years</b>	<b>Total Black Teachers</b>	<b>Percent of Black Teachers 30+ Years</b>	<b>Total Teachers 30+ Years</b>	<b>Total Teachers</b>	<b>Percent of Teachers 30+ Years</b>
MAURY CO.	5	43	11.6%	51	705	7.2%
McKenzie	0	1	0.0%	6	77	7.8%
MCMINN CO.	1	6	16.7%	24	341	7.0%
MCNAIRY CO.	0	8	0.0%	15	257	5.8%
MEIGS CO.	0	0	0.0%	6	98	6.1%
Memphis	390	2630	14.8%	713	6496	11.0%
Milan	0	10	0.0%	12	142	8.5%
MONROE CO.	0	2	0.0%	13	275	4.7%
MONTGOMERY CO.	6	67	9.0%	77	1424	5.4%
MOORE CO.	1	3	33.3%	5	55	9.1%
MORGAN CO.	0	0	0.0%	6	208	2.9%
Murfreesboro City	3	30	10.0%	22	357	6.2%
Newport	0	0	0.0%	8	47	17.0%
Oak Ridge	4	23	17.4%	31	313	9.9%
OBION CO.	2	6	33.3%	27	270	10.0%
Oneida	0	0	0.0%	5	90	5.6%
OVERTON CO.	0	0	0.0%	16	207	7.7%
Paris	1	2	50.0%	7	92	7.6%
PERRY CO.	0	1	0.0%	3	83	3.6%
PICKETT CO.	0	0	0.0%	4	59	6.8%
POLK CO.	0	0	0.0%	21	152	13.8%
PUTNAM CO.	0	2	0.0%	40	550	7.3%
RHEA CO.	0	3	0.0%	18	241	7.5%
Richard City	0	0	0.0%	n/a	20	0.0%
ROANE CO.	0	0	0.0%	19	370	5.1%
ROBERTSON CO.	5	34	14.7%	33	571	5.8%
Rogersville	0	0	0.0%	1	44	2.3%
RUTHERFORD CO.	7	58	12.1%	77	1579	4.9%
SCOTT CO.	0	0	0.0%	20	201	10.0%
SEQUATCHIE CO.	0	0	0.0%	2	102	2.0%
SEVIER CO.	0	1	0.0%	32	705	4.5%
SHELBY CO.	18	288	6.3%	97	2410	4.0%
SMITH CO.	0	1	0.0%	6	186	3.2%
South Carroll	0	0	0.0%	2	26	7.7%
STEWART CO.	0	0	0.0%	5	106	4.7%
SULLIVAN CO.	0	2	0.0%	81	891	9.1%
SUMNER CO.	4	25	16.0%	90	1304	6.9%
Sweetwater	1	3	33.3%	4	82	4.9%
TIPTON CO.	13	63	20.6%	37	561	6.6%
Trenton	1	8	12.5%	5	74	6.8%
TROUSDALE CO.	0	1	0.0%	4	85	4.7%
Tullahoma	0	3	0.0%	17	211	8.1%
UNICOI CO.	1	2	50.0%	14	144	9.7%

<b>System</b>	<b>Black Teachers 30+ Years</b>	<b>Total Black Teachers</b>	<b>Percent of Black Teachers 30+ Years</b>	<b>Total Teachers 30+ Years</b>	<b>Total Teachers</b>	<b>Percent of Teachers 30+ Years</b>
Union City	0	5	0.0%	8	93	8.6%
UNION CO.	0	0	0.0%	10	208	4.8%
VAN BUREN CO.	0	0	0.0%	3	54	5.6%
WARREN CO.	0	2	0.0%	27	411	6.6%
WASHINGTON CO.	1	4	25.0%	51	505	10.1%
WAYNE CO.	0	1	0.0%	12	190	6.3%
WEAKLEY CO.	1	7	14.3%	21	292	7.2%
West Carroll	0	6	0.0%	7	72	9.7%
WHITE CO.	0	3	0.0%	16	223	7.2%
WILLIAMSON CO.	6	23	26.1%	67	1046	6.4%
WILSON CO.	2	16	12.5%	31	643	4.8%

Source: 1999-2000 End of Year Distribution Files - Active Classroom Personnel  
Tennessee Department of Education

**Table 8**  
**African American New Hires – Annual Comparison**

<b>Year</b>	<b>Number of New Teachers Hired</b>	<b>African- American Teachers Hired</b>	<b>Percentage African- American New Hire</b>
1991-92	4703	344	7.31%
1992-93	4822	389	8.07%
1993-94	4027	345	8.57%
1994-95	4099	379	9.25%
1995-96	4113	318	7.73%
1996-97	4628	355	7.67%
1997-98	5171	279	5.40%
1998-99	5164	309	5.98%
1999-00	6179	556	9.00%

Source: 1999-2000 End of Year Distribution Files - Active Classroom Personnel  
Tennessee Department of Education and 1998-99

*Enrollment data for the years 1999 and 2000 were not available at the time of the compiling this report. The charts show data collected through 1998.*

**Table 9**  
**Teacher Education Enrollment**

<b>YEAR</b>	<b>PUBLIC</b>	<b>PRIVATE</b>	<b>COMBINED</b>
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	<b>African-American</b>	<b>Total</b>	<b>African-American</b>	<b>Total</b>	<b>African-American</b>	<b>Total</b>
1987	50 2.1%	2,388	28 2.5%	1,141	78 2.2%	3,529
1992	148 4.4%	3,390	120 6.9%	1,740	268 5.4%	5,130
1993	152 4.4%	3,475	134 7.5%	1,769	286 5.5%	5,244
1994	178 5.2%	3,473	126 7.1%	1,774	304 5.8%	5,247
1995	247 6.2%	3,959	165 8.5%	1,936	412 6.9%	5,895
1996	366 8.1%	4,544	93 5.0%	1,860	459 7.2%	6,404
1997	369 8.1%	4,531	121 5.8%	2,074	490 7.4%	6,605
1998	644 13.7%	4,692	94 4.6%	2,026	738 11.0%	6,718

Source: Tennessee Higher Education Commission

**Table 10**  
**Fall 1998 Enrollment In Teacher Preparation Programs**  
**At Public And Private Institutions**

<b>PUBLIC INSTITUTIONS</b>	<b>AFRICAN-AMERICANS</b>	<b>TOTAL</b>	<b>PERCENT AFRICAN-AMERICAN ENROLLMENT</b>
Austin Peay State University	28	387	7.20%
East Tennessee State University	3	324	0.90%
Middle Tennessee State University	37	692	5.30%
Tennessee State University	158	283	55.80%
Tennessee Technological University	28	1,079	2.60%
University of Memphis	358	1,105	32.40%
University of Tennessee at Chattanooga	n/a	n/a	0.00%
University of Tennessee at Knoxville	32	822	3.90%
University of Tennessee at Martin	n/a	n/a	0.00%
<b>PUBLIC TOTAL</b>	<b>644</b>	<b>4692</b>	<b>13.73%</b>

<b>PRIVATE INSTITUTIONS</b>	<b>AFRICAN-AMERICANS</b>	<b>TOTAL</b>	<b>PERCENT AFRICAN-AMERICAN ENROLLMENT</b>
Aquinas College	0	15	0.00%
Belmont University	2	63	3.20%
Bethel College	3	33	9.10%
Bryan College	0	35	0.00%
Carson-Newman College	3	277	1.10%
Christian Brothers University	n/a	n/a	0.00%
Crichton College	3	16	18.80%
Cumberland University	n/a	n/a	0.00%
David Lipscomb University	3	170	1.80%
Fisk University	20	20	100.00%

<b>PRIVATE INSTITUTIONS</b>	<b>AFRICAN-AMERICANS</b>	<b>TOTAL</b>	<b>PERCENT AFRICAN-AMERICAN ENROLLMENT</b>
Free Will Baptist Bible College	n/a	n/a	0.00%
Freed-Hardeman University	2	68	2.90%
Johnson Bible College	1	32	3.10%
King College	0	43	0.00%
Lambuth University	2	57	28.60%
Lane College	2	2	100.00%
Lee University	1	148	0.70%
LeMoyne-Owen College	19	19	100.00%
Lincoln Memorial University	1	93	1.10%
Martin Methodist College	1	15	6.70%
Maryville College	0	118	0.00%
Milligan College	6	94	0.00%
Rhodes College	2	24	8.30%
Southern Adventist University	2	81	2.50%
Tennessee Temple University	0	16	0.00%
Tennessee Wesleyan College	0	51	0.00%
Trevecca Nazarene University	2	48	4.20%
Tusculum College	1	27	3.70%
Union University	8	187	4.30%
University of the South	0	11	0.00%
Vanderbilt University	10	236	4.20%
<b>Private Enrollment Total</b>	<b>94</b>	<b>2026</b>	<b>4.6%</b>
<b>Total Public and Private</b>	<b>738</b>	<b>6718</b>	<b>11.0%</b>

Source: Enrollment and Graduation Data, Tennessee Higher Education Commission

**TABLE 11**  
**Teacher Education Graduates**

<b>YEAR</b>	<b>PUBLIC</b>			<b>PRIVATE</b>			<b>COMBINED</b>		
	<b>African-American</b>		<b>Total</b>	<b>African-American</b>		<b>Total</b>	<b>African-American</b>		<b>Total</b>
1988	33	3.3%	1,012	12	2.3%	531	45	2.9%	1,543
1992	79	4.1%	1,948	41	4.5%	914	120	4.2%	2,862
1993	110	5.6%	1,952	26	3.0%	877	136	4.8%	2,829
1994	115	6.4%	1,803	39	5.0%	775	154	6.0%	2,578
1995	110	6.4%	1,714	54	6.1%	882	164	6.3%	2,596
1996	183	9.1%	2,013	51	5.3%	967	234	7.9%	2,980
1997	146	8.0%	1,817	63	5.8%	1,094	209	7.2%	2,911
1998	159	8.3%	1,906	65	5.4%	1,212	224	7.8%	3,118
1999	247	12.5%	1,971	74	6.4%	1,162	321	10.2%	3,133
2000	365	12.8%	2,847	132	10.4%	1,271	497	12.1%	4,118

Source: Enrollment and Graduation Data, Tennessee Higher Education Commission

**TABLE 12**  
**2000 Teacher Education Graduates**  
**At Public And Private Institutions**

<b>Public Institutions</b>	<b>Black</b>	<b>Total</b>	<b>Percent African American Graduates</b>
Austin Peay State University	11	189	5.8%
East Tennessee State University	5	267	1.9%
Middle Tennessee State University	25	476	5.3%
Tennessee State University	82	186	44.1%
Tennessee Technological University	3	297	1.0%
University of Memphis	192	654	29.4%
University of Tennessee, Chattanooga	17	210	8.1%
University of Tennessee, Knoxville	17	412	4.1%
University of Tennessee, Martin	13	156	8.3%
<b>Total Public</b>	<b>365</b>	<b>2,847</b>	<b>12.8%</b>

<b>Private Institutions</b>	<b>Black</b>	<b>Total</b>	<b>Percent African American Graduates</b>
Aquinas College	1	5	20.0%
Belmont University	2	60	3.3%
Bethel College	2	15	n/a
Bryan College	0	16	0.0%
Carson-Newman College	4	166	2.4%
Christian Brothers University	21	47	44.7%
Crichton College	8	16	50.0%
Cumberland University	2	41	4.9%
Fisk University	19	21	90.5%
Free Will Baptist Bible College	0	13	0.0%
Freed-Hardeman University	31	113	27.4%
Johnson Bible College	1	9	11.1%
King College	0	22	0.0%
Lambuth University	2	27	7.4%
Lane College	1	1	100.0%
Lee University	1	146	0.7%
LeMoyne-Owen College	20	23	87.0%
Lincoln Memorial University	0	55	0.0%
Lipscomb University	1	67	1.5%
Martin Methodist College	1	13	7.7%
Maryville College	0	30	0.0%
Milligan College	2	61	3.3%
Rhodes College	0	4	0.0%
Southern Adventist University	0	39	0.0%
Tennessee Wesleyan College	0	31	0.0%

Trevecca Nazarene University	1	28	3.6%
Tusculum College	0	18	0.0%
Union University	4	79	5.1%
University of the South	0	5	0.0%
Vanderbilt University	8	100	8.0%
<b>Total Private</b>	<b>132</b>	<b>1,271</b>	<b>10.4%</b>
<b>Total Public &amp; Private</b>	<b>497</b>	<b>4,118</b>	<b>12.1%</b>

Source: Tennessee Department of Education Certification Files

**TABLE 13**  
**Licenses with 'Date of Original Issue' Falling Between 07-01-1999**  
**and 06-30-2000**

<b>Certificate Type/Race</b>	<b>Unknown</b>	<b>American Indian</b>	<b>Black</b>	<b>Asian</b>	<b>Hispanic</b>	<b>White</b>	<b>Other</b>	<b>Total</b>
Professional	899	5	202	3	2	1447		2,558
Prof Sch Svc Per	23		3			39		65
Prob Teacher			1					1
Apprent Teacher	2,680		193	5	10	1,710	2	4,600
Appr Occup Ed	212		3			24		239
Prof Occup Ed	48	1	6			55	3	113
Prob Spec Group	4		1					5
Apprent spec Grp	117		19		1	141		278
Prob Permit	669	1	120		1	135	2	928
Int Prob Tchr A	15		111	1	3	242		372
Int Prob Tchr B	29	2	305	1	1	677		1,015
Out State Temp	131	1	115	2	2	675		926
Int Prob Tchr C			24			11		35
Int Prom Tchr D	44		24	2	3	359		432
Apprent Trde Shp	2		1			4		7
Total	4,873	10	1,128	14	23	5,519	7	11,574

**Table 14**  
**Classroom Teachers by System and Race**

<b>System</b>	<b>Unknown</b>	<b>Indian</b>	<b>Black</b>	<b>Asian</b>	<b>Hispanic</b>	<b>White</b>	<b>Other</b>
Alamo	25.00%	0.00%	8.33%	0.00%	0.00%	66.67%	0.00%
Alcoa	6.90%	0.00%	11.21%	0.86%	0.86%	80.17%	0.00%
ANDERSON CO.	14.78%	0.20%	0.81%	0.00%	0.00%	84.21%	0.00%
Athens	13.13%	0.00%	2.02%	0.00%	0.00%	84.85%	0.00%
BEDFORD CO.	22.83%	0.00%	3.80%	0.00%	0.00%	73.37%	0.00%
Bells	14.29%	0.00%	7.14%	0.00%	0.00%	78.57%	0.00%
BENTON CO.	18.56%	0.00%	0.00%	0.00%	0.60%	80.24%	0.60%
BLED SOE CO.	22.41%	0.00%	0.86%	0.00%	0.00%	76.72%	0.00%
BLOUNT CO.	14.43%	0.00%	1.17%	0.00%	0.17%	84.23%	0.00%
Bradford	20.00%	0.00%	0.00%	0.00%	0.00%	80.00%	0.00%



<b>System</b>	<b>Unknown</b>	<b>Indian</b>	<b>Black</b>	<b>Asian</b>	<b>Hispanic</b>	<b>White</b>	<b>Other</b>
BRADLEY CO.	21.35%	0.00%	0.75%	0.00%	0.00%	77.53%	0.37%
Bristol	14.90%	0.00%	1.96%	0.00%	0.39%	82.35%	0.39%
CAMPBELL CO.	13.69%	0.00%	0.24%	0.00%	0.00%	86.06%	0.00%
CANNON CO.	29.20%	0.00%	1.46%	0.00%	0.00%	69.34%	0.00%
CARROLL CO.	30.77%	0.00%	7.69%	0.00%	0.00%	61.54%	0.00%
CARTER CO.	20.96%	0.00%	0.46%	0.23%	0.00%	78.36%	0.00%
CHEATHAM CO.	24.66%	0.00%	0.80%	0.00%	0.00%	73.99%	0.54%
CHESTER CO.	22.67%	0.00%	4.67%	0.00%	0.00%	72.00%	0.67%
CLAIBORNE CO.	19.40%	0.00%	0.90%	0.00%	0.00%	79.10%	0.60%
CLAY CO.	19.10%	0.00%	3.37%	0.00%	0.00%	77.53%	0.00%
Cleveland	17.36%	0.00%	6.04%	0.00%	0.00%	76.60%	0.00%
Clinton	10.14%	0.00%	0.00%	0.00%	0.00%	89.86%	0.00%
COCKE CO.	17.23%	0.00%	0.75%	0.00%	0.00%	82.02%	0.00%
COFFEE CO.	23.86%	0.00%	1.14%	0.00%	0.00%	74.62%	0.38%
Covington	23.53%	0.00%	25.49%	0.00%	0.00%	49.02%	1.96%
CROCKETT CO.	32.97%	0.00%	5.49%	0.00%	0.00%	61.54%	0.00%
CUMBERLAND CO.	19.06%	0.00%	0.26%	0.26%	0.52%	79.90%	0.00%
DAVIDSON CO.	19.32%	0.09%	18.40%	0.17%	0.24%	60.64%	1.14%
Dayton	21.05%	0.00%	2.63%	0.00%	0.00%	76.32%	0.00%
DECATUR CO.	18.85%	0.00%	1.64%	0.00%	0.82%	77.87%	0.82%
DEKALB CO.	23.60%	0.00%	0.00%	0.62%	0.62%	75.16%	0.00%
DICKSON CO.	21.22%	0.21%	2.31%	0.00%	0.00%	76.26%	0.00%
DYER CO.	19.50%	0.00%	3.50%	0.00%	0.00%	77.00%	0.00%
Dyersburg	12.18%	0.00%	6.09%	0.00%	0.00%	81.22%	0.51%
Elizabethton	17.33%	0.00%	0.67%	0.00%	0.00%	81.33%	0.67%
Etowah	23.08%	0.00%	0.00%	0.00%	0.00%	76.92%	0.00%
FAYETTE CO.	26.60%	0.00%	43.35%	0.00%	0.00%	27.59%	2.46%
Fayetteville	20.63%	0.00%	7.94%	0.00%	0.00%	71.43%	0.00%
FENTRESS CO.	17.58%	0.00%	0.61%	0.00%	0.00%	81.82%	0.00%
Franklin City	17.97%	0.00%	3.59%	0.00%	0.00%	78.10%	0.33%
FRANKLIN CO.	23.24%	0.00%	2.61%	0.00%	0.00%	74.15%	0.00%
Gibson Co.Sp.	26.67%	0.00%	2.00%	0.00%	0.00%	71.33%	0.00%
GILES CO.	18.15%	0.00%	4.29%	0.00%	0.33%	77.23%	0.00%
GRAINGER CO.	13.78%	0.00%	0.00%	0.00%	0.00%	86.22%	0.00%
GREENE CO.	19.42%	0.00%	0.24%	0.00%	0.00%	80.34%	0.00%
Greeneville	16.09%	0.00%	1.72%	0.00%	0.00%	81.61%	0.57%
GRUNDY CO.	21.02%	0.00%	0.00%	0.00%	0.00%	78.98%	0.00%
HAMBLÉN CO.	15.92%	0.00%	2.32%	0.00%	0.00%	81.43%	0.33%
HAMILTON CO.	18.57%	0.16%	11.68%	0.20%	0.20%	67.90%	1.29%
HANCOCK CO.	12.82%	0.00%	1.28%	0.00%	0.00%	85.90%	0.00%
HARDEMAN CO.	30.62%	0.00%	15.64%	0.00%	0.00%	52.77%	0.98%
HARDIN CO.	13.73%	0.00%	1.96%	0.00%	0.00%	84.31%	0.00%
Harriman	13.19%	0.00%	3.30%	0.00%	0.00%	83.52%	0.00%
HAWKINS CO.	21.62%	0.00%	0.83%	0.21%	0.00%	77.34%	0.00%
HAYWOOD CO.	26.07%	0.00%	15.56%	0.00%	0.00%	56.42%	1.95%
HENDERSON CO.	19.28%	0.00%	2.24%	0.00%	0.00%	78.48%	0.00%
HENRY CO.	10.75%	0.00%	3.23%	0.00%	0.00%	84.95%	1.08%

<b>System</b>	<b>Unknown</b>	<b>Indian</b>	<b>Black</b>	<b>Asian</b>	<b>Hispanic</b>	<b>White</b>	<b>Other</b>
HICKMAN CO.	27.98%	0.00%	1.83%	0.00%	0.00%	70.18%	0.00%
Hollow R.-Br.	17.39%	0.00%	6.52%	0.00%	0.00%	76.09%	0.00%
HOUSTON CO.	20.99%	0.00%	1.23%	0.00%	0.00%	77.78%	0.00%
Humboldt	26.92%	0.00%	18.27%	0.00%	0.00%	54.81%	0.00%
HUMPHREYS CO.	23.50%	0.00%	1.00%	0.00%	0.00%	75.50%	0.00%
Huntingdon	16.67%	0.00%	5.95%	0.00%	0.00%	77.38%	0.00%
JACKSON CO.	15.24%	0.00%	0.00%	0.00%	0.00%	84.76%	0.00%
JACKSON-MADISON CO.	15.39%	0.00%	19.91%	0.12%	0.00%	61.69%	2.89%
JEFFERSON CO.	23.85%	0.00%	0.77%	0.00%	0.00%	75.38%	0.00%
Johnson City	16.44%	0.00%	3.01%	0.00%	0.46%	79.86%	0.23%
JOHNSON CO.	12.41%	0.00%	0.00%	0.00%	0.00%	87.59%	0.00%
Kingsport	17.28%	0.26%	2.36%	0.00%	0.00%	80.10%	0.00%
KNOX CO.	12.45%	0.17%	5.46%	0.09%	0.17%	81.57%	0.09%
LAKE CO.	18.31%	0.00%	5.63%	0.00%	0.00%	76.06%	0.00%
LAUDERDALE CO.	28.62%	0.00%	7.40%	0.00%	0.00%	63.99%	0.00%
LAWRENCE CO.	18.38%	0.44%	0.22%	0.00%	0.22%	80.74%	0.00%
Lebanon	30.34%	0.00%	5.62%	0.00%	0.00%	64.04%	0.00%
Lenoir City	11.11%	0.00%	0.00%	0.00%	0.00%	88.89%	0.00%
LEWIS CO.	23.08%	0.00%	1.71%	0.00%	0.00%	75.21%	0.00%
Lexington	17.86%	0.00%	3.57%	0.00%	0.00%	76.79%	1.79%
LINCOLN CO.	14.63%	0.00%	0.81%	0.00%	0.00%	84.55%	0.00%
LOUDON CO.	18.11%	0.00%	1.51%	0.00%	0.00%	80.38%	0.00%
MACON CO.	29.15%	0.90%	0.45%	0.00%	0.00%	69.51%	0.00%
Manchester	17.11%	0.00%	1.32%	0.00%	0.00%	81.58%	0.00%
MARION CO.	18.82%	0.00%	2.58%	0.00%	0.00%	77.86%	0.74%
MARSHALL CO.	21.05%	0.00%	3.95%	0.00%	0.00%	75.00%	0.00%
Maryville	9.25%	0.00%	1.03%	0.00%	0.68%	89.04%	0.00%
MAURY CO.	21.42%	0.00%	6.10%	0.00%	0.00%	72.34%	0.14%
McKenzie	15.58%	0.00%	1.30%	1.30%	0.00%	81.82%	0.00%
MCMINN CO.	17.89%	0.00%	1.76%	0.00%	0.00%	80.35%	0.00%
MCNAIRY CO.	18.68%	0.00%	3.11%	0.00%	0.00%	78.21%	0.00%
MEIGS CO.	23.47%	0.00%	0.00%	0.00%	0.00%	76.53%	0.00%
Memphis	21.64%	0.08%	40.49%	0.17%	0.22%	34.13%	3.28%
Milan	19.01%	0.00%	7.04%	0.00%	0.00%	73.94%	0.00%
MONROE CO.	18.55%	0.00%	0.73%	0.00%	0.00%	80.73%	0.00%
MONTGOMERY CO.	27.95%	0.07%	4.71%	0.07%	0.21%	66.78%	0.21%
MOORE CO.	12.73%	0.00%	5.45%	0.00%	0.00%	81.82%	0.00%
MORGAN CO.	19.71%	0.00%	0.00%	0.00%	0.00%	80.29%	0.00%
Murfreesboro City	21.85%	0.00%	8.40%	0.00%	0.00%	69.75%	0.00%
Newport	10.64%	0.00%	0.00%	0.00%	0.00%	89.36%	0.00%
Oak Ridge	10.86%	0.00%	7.35%	0.00%	1.28%	80.51%	0.00%
OBION CO.	17.41%	0.00%	2.22%	0.00%	0.00%	80.37%	0.00%
Oneida	18.89%	0.00%	0.00%	0.00%	0.00%	81.11%	0.00%
OVERTON CO.	20.29%	0.00%	0.00%	0.00%	0.00%	79.71%	0.00%
Paris	20.65%	0.00%	2.17%	0.00%	0.00%	77.17%	0.00%
PERRY CO.	22.89%	0.00%	1.20%	0.00%	0.00%	75.90%	0.00%

<b>System</b>	<b>Unknown</b>	<b>Indian</b>	<b>Black</b>	<b>Asian</b>	<b>Hispanic</b>	<b>White</b>	<b>Other</b>
PICKETT CO.	16.95%	0.00%	0.00%	0.00%	0.00%	83.05%	0.00%
POLK CO.	17.11%	0.00%	0.00%	0.00%	0.00%	82.89%	0.00%
PUTNAM CO.	21.82%	0.00%	0.36%	0.00%	0.00%	77.82%	0.00%
RHEA CO.	20.33%	0.00%	1.24%	0.41%	0.00%	78.01%	0.00%
Richard City	25.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%
ROANE CO.	21.35%	0.00%	0.00%	0.27%	0.00%	78.11%	0.27%
ROBERTSON CO.	19.96%	0.00%	5.95%	0.18%	0.00%	73.56%	0.35%
Rogersville	20.45%	0.00%	0.00%	0.00%	0.00%	79.55%	0.00%
RUTHERFORD CO.	26.73%	0.19%	3.67%	0.00%	0.06%	69.16%	0.19%
SCOTT CO.	21.89%	0.00%	0.00%	0.00%	0.00%	78.11%	0.00%
SEQUATCHIE CO.	29.41%	0.00%	0.00%	0.00%	0.00%	70.59%	0.00%
SEVIER CO.	16.17%	0.00%	0.14%	0.00%	0.00%	83.69%	0.00%
SHELBY CO.	20.58%	0.17%	11.95%	0.08%	0.12%	66.31%	0.79%
SMITH CO.	25.27%	0.00%	0.54%	0.00%	0.00%	74.19%	0.00%
South Carroll	34.62%	0.00%	0.00%	0.00%	0.00%	65.38%	0.00%
STEWART CO.	29.25%	0.00%	0.00%	0.00%	0.00%	70.75%	0.00%
SULLIVAN CO.	13.69%	0.11%	0.22%	0.11%	0.11%	85.75%	0.00%
SUMNER CO.	20.78%	0.00%	1.92%	0.00%	0.08%	76.99%	0.23%
Sweetwater	20.73%	0.00%	3.66%	0.00%	1.22%	74.39%	0.00%
TIPTON CO.	26.02%	0.00%	11.23%	0.00%	0.18%	61.50%	1.07%
Trenton	10.81%	0.00%	10.81%	0.00%	0.00%	78.38%	0.00%
TROUSDALE CO.	27.06%	0.00%	1.18%	0.00%	0.00%	71.76%	0.00%
Tullahoma	16.59%	0.47%	1.42%	0.00%	0.47%	81.04%	0.00%
UNICOI CO.	14.58%	0.00%	1.39%	0.00%	0.00%	84.03%	0.00%
Union City	7.53%	0.00%	5.38%	0.00%	0.00%	87.10%	0.00%
UNION CO.	24.52%	0.00%	0.00%	0.00%	0.00%	75.48%	0.00%
VAN BUREN CO.	33.33%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%
WARREN CO.	17.27%	0.00%	0.49%	0.00%	0.00%	82.24%	0.00%
WASHINGTON CO.	21.98%	0.00%	0.79%	0.00%	0.00%	77.23%	0.00%
WAYNE CO.	12.63%	0.00%	0.53%	0.00%	0.00%	86.84%	0.00%
WEAKLEY CO.	15.41%	0.00%	2.40%	0.00%	0.00%	82.19%	0.00%
West Carroll	20.83%	0.00%	8.33%	0.00%	0.00%	70.83%	0.00%
WHITE CO.	22.42%	0.45%	1.35%	0.00%	0.00%	75.78%	0.00%
WILLIAMSON CO.	18.93%	0.10%	2.20%	0.10%	0.19%	78.49%	0.00%
WILSON CO.	25.97%	0.47%	2.49%	0.00%	0.16%	70.45%	0.47%